

Important Change Information

Equal Employment Opportunity, Non-Discrimination and Harassment Prevention

On November 14, 2008, Governor Brian Schweitzer signed into law Executive Order 41-2008. That order revised the employment protections in place that protect state workers from discrimination and harassment in the workplace.

The order expands protections from the Civil Rights Act of 1964, Title VII, which include race, color, religion, sex, and national origin. That law applies to employers with fifteen or more employees.

The Montana Human Rights Act prohibits discrimination based upon race, creed, national origin, color, sex, religion, physical or mental disability, marital status, age, and political beliefs or ideas. That law applies to employers with one or more employees.

Executive Order 41-2008 applies to all state workers and all state workplaces. The new order prohibits discrimination based upon race, color, sex, political or religious affiliation or ideas, culture, social origin or condition, sexual orientation, national origin, ancestry, age, disability, or marital status.

The added protections include **culture, social origin or condition, and ancestry**. **Culture** is defined in a complex manner that includes artistic and intellectual expression but also includes behavior patterns, beliefs, and institutions. **Social origin** is also complex but a simple definition is where your family of origin came from. **Social condition** is about current or former circumstances. **Ancestry** is about family lineage or blood lines.

Workplace protections provided by the Civil Rights Act of 1964, the Montana Human Rights Act, and the aforementioned Executive Order work together to make state workplaces environments of inclusion “making room” so to speak for everyone.